

New Jersey Public Employment Relations Commission
NON-POLICE AND FIRE
COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM

Line #

SECTION I: Parties and Term of Contracts

1	Public Employer: Borough of Demarest	County: Bergen
2	Employee Organization: Teamsters Local # 125	Number of Employees in Unit: 7
3	Base Year Contract Term: 1/1/2012 - 12/31/2015	New Contract Term: 1/1/2016 - 12/31/2019

SECTION II: Type of Contract Settlement (please check only one)

- 4 Contract settled without neutral assistance
 5 Contract settled with assistance of mediator
 6 Contract settled with assistance of fact-finder
 7 Contract settled with assistance of super-conciliator
 8 If contract was settled in fact-finding, did the fact-finder issue a report with recommendations?
 Yes No

SECTION III: Salary Base

The salary base is the cost of salaries in the final year of the expired or expiring agreement. This is the base cost from which the parties negotiate the salary increases.

9	Salary Costs in Base Year	\$ 462659
10	Longevity Costs in Base Year	\$ 10000
11	Total Salary Base	\$ 472659

SECTION IV: Salary Increases for Each Year of New Agreement*

	Year 1	Year 2	Year 3	Year 4	Year 5
12 Effective Date (month/day/year)	1/1/16	1/1/17	1/1/18	1/1/19	
13 Cost of Salary Increments (\$)	10497	8566	8658	11331	
14 Salary Increase Above Increments (\$)	1125	1700	4444	15230	
15 Longevity Increase (\$)	224	180	182	238	
16 Total \$ Increase (sum of lines 13-15)	11846	10446	13284	26799	
17 New Salary Base (\$)	484505	494951	508235	535034	
18 Percentage increase over prior year	2.51 %	2.16 %	2.68 %	5.27 %	

*If contract duration is longer than five years, please add an additional page.

SECTION V: Increases in Other Contractual Economic Items or Newly Added Economic Items*

19	Item Description	Base Year Cost (\$)	Year 1 Increase (\$)	Year 2 Increase (\$)	Year 3 Increase (\$)	Year 4 Increase (\$)	Year 5 Increase (\$)
	Clothing/Shoe	4200	175	175	175	175	
	Standby	26250	2625	2625	2625	2625	
	Meals	350	700	0	0	0	
20	Totals(\$):	30800	3500	2800	2800	2800	

*If contract duration is longer than five years, please add an additional page.

SECTION VI: Medical Costs

		Base Year	Year 1
21	Health Plan Cost	\$ 67224	\$ 72120
22	Prescription Plan Cost	\$ 17280	\$ 17880
23	Dental Plan Cost	\$ 4968	\$ 4968
24	Vision Plan Cost	\$ 0	\$ 0
25	Total Cost of Insurance	\$ 89472	\$ 94968
26	Employee Insurance Contributions	\$ 22158	\$ 23568
27	Employee Contributions as % of Total Insurance Cost	24.8	% 24.8 %

Section VI: Medical Costs (continued)

- 28 Identify any insurance changes that were included in this CNA.

SECTION VII: Certification and Signature

- 29 The undersigned certifies that the foregoing figures are true:

Print Name: Philip Moore

Position/Title: CFO/Tax Collector

Signature: 

Date: April 20, 2017

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: contracts@perc.state.nj.us

NJ Public Employment Relations Commission

Conciliation and Arbitration

PO Box 429

Trenton, NJ 08625

Phone: 609-292-9898

Revised 8/2016